

NONDISCRIMINATION/AFFIRMATIVE ACTION

No pupil enrolled in the Holmdel Township Public Schools shall be excluded from participation in, denied the benefits of, or be subjected to discrimination in any educational program or activity of this district on the basis of race, color, creed, religion, sex, affectional or sexual orientation, national origin, place of residence in the district, social or economic condition, or nonapplicable disability. The affirmative action officer shall be responsible for planning, implementing and monitoring the district's affirmative action program with respect to school and classroom practices.

Reporting to the Superintendent, the affirmative action officer(s) shall review the following areas for compliance with New Jersey Department of Education regulations and make suggestions and/or recommendations when necessary.

A. Curriculum Content

He/she shall review current and proposed curriculum guides and textbooks to detect any bias based upon race, sex, religion, disability, national origin, ancestry or culture. He/she shall ascertain that supplemental materials, singly or taken as a whole, fairly depict the contribution of both sexes and the various races, ethnic groups and the like towards the development of human society.

B. Staff Training

He/she shall suggest a program of inservice training for school personnel designed to identify and solve problems of racial, sexual, religious, national or cultural bias in all aspects of the school program. An affirmative action inservice program shall be held for teaching staff annually and for each support staff member at least once every three years.

C. Pupil Access

He/she shall review all programs, activities and practices to ensure that all pupils have equal access thereto and are not segregated on the basis of race, color, creed, sex or national origin in any duty, work, play, classroom or school practice except as may be permitted under state regulations. Particular attention should be paid to physical access for the handicapped.

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D. District Support

He/she shall ensure that like aspects of the school program receive like support as to staff size and compensation, purchase and maintenance of facilities and equipment, access to such facilities and equipment, and related matters and that all grades within the district are comparable in those areas.

E. Pupil Evaluation

He/she shall ensure that tests, procedures or guidance and counseling materials which are designed to evaluate pupil progress or rate aptitudes or analyze personality or in any manner establish or tend to establish a category by which a pupil may be judged are not differentiated or stereotyped on the basis of race, color, creed, sex, national origin or handicap.

The Superintendent will report to the Board annually on continuing compliance.

Source: Regular Board Meeting

Date: August 20, 1986

Revised: May 28, 1997

Legal References:

<u>N.J.S.A.</u>	10:5	Law Against Discrimination
<u>N.J.S.A.</u>	18A:18A-17	Facilities for handicapped persons
<u>N.J.S.A.</u>	18A:36-20	Discrimination; prohibition
<u>N.J.A.C.</u>	6:4-1.1 <u>et seq.</u>	Equality in educational programs
<u>See particularly:</u>		
<u>N.J.A.C.</u>	6:4-1.3, -1.5	
<u>N.J.A.C.</u>	6:8-4.3	Quality assurance
<u>N.J.A.C.</u>	6:8-4.10	State and Federally mandated programs and services

20 U.S.C.A. 1681 - Title IX of the Education Amendments of 1972

29 U.S.C.A. 794 et seq. - Section 504 of the Rehabilitation Act, of 1973

20 U.S.C.A. 101 et seq. - Education of the Handicapped Act

42 U.S.C.A. 12101 et seq. - Americans with Disabilities Act (ADA)

Manual for the Evaluation of Local School Districts (June 1993)

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Possible

Cross References:

*2224	Nondiscrimination/affirmative action
*4111.1	Nondiscrimination/affirmative action
*4131/4131.1	Staff development; inservice education/ visitations/conferences
*4211.1	Nondiscrimination/affirmative action
*4231/4231.1	Staff development; inservice education/ visitations/conferences
*5134	Married/pregnant pupils
*5145.4	Equal educational opportunity
*6140	Curriculum adoption
*6141	Curriculum design/development
*6142.4	Physical education and health
*6145	Extracurricular activities
*6161.1	Guidelines for evaluation and selection of instructional materials
*6163.1	Media center/library
*6164.2	Guidance services
*6171.4	Special education

*Indicates policy is included in the Critical Policy Reference Manual.

